

**Van Meter & Associates, Inc**  
**Live In Person Online Training**

**Performance Improvement Interventions (PII's)...in a Nutshell**  
**Sworn to Honor Management**  
**1:00pm-4:00 p.m. EST February 20, 2025 EST**

This course teaches the **proper development and use** of Performance Improvement Plans that **hold the employee self-responsible and self-accountable for improving performance.**

**Attendees will learn how to:**

- Identify the three causes of performance failure and how to communicate them to your employees.
  - Set clear and realistic expectations for performance improvement and how to measure them.
- Create and implement Performance Improvement Plans that are SMART (Specific, Measurable, Achievable, Relevant, and Time-bound).
- Monitor and evaluate the progress of your employees and how to enforce the improvement plan if needed.



**“Measure Performance not Performers”**

Your agency will:

- **Save time, money, and trouble compared to disciplinary actions that can be costly, time-consuming, and contentious.**
- **Save the need to travel or incur additional costs. You will also be able to stay close and available to your organization in case of emergencies.**
- **Receive a complete set of model forms in Microsoft Word that can be adapted for agency use.**
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**Presenter:** Dr. D. J. Van Meter, principal of Van Meter and Associates, Inc. brings 15 years sworn and over 41 years training and consulting in the field. He developed the Sworn to Honor (S2H) Management system. All classes are in the S2H Management classes.

**Regular Tuition:** \$165 first registrant/\$145 each additional (PO's Vouchers, postmarked on or after January 16, 2025)

**Prepaid Tuition:** \$145 first registrant/ \$135 each additional (All cc payments and checks postmarked by January 15, 2025)

P. O's, Vouchers, Claims, DOJ accepted to hold seats

**Register on Online below left    Or call 800.331.8025    Or Email: [vanmeterassociates@att.net](mailto:vanmeterassociates@att.net)**

**NEW: Van Meter & Associates, Inc. (VMA) offers a variety of classes that can be presented live in-house at your agency. This setup allows for open discussions on issues and concerns, providing your agency with workable solutions. This concept has been well received. Call to schedule.**

**Register Online below**

**Call 800.331.8025**

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**Van Meter & Associates, Inc. (www.vmanet.com)**  
Training and Organizational Development for Public Safety Forces  
The “How to” company from Coast-to-Coast since 1982  
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